

GEO5016 Geomatics in Practice - Assessment Rubric of MSc-Internship, version 28-08-2023

	Mark per item					
	< 5	6	7	8	9	10
A. Professional skills	To be assessed by Workplace Supervisor					
1.1. Creative thinking and showing initiative	Did not contribute a new insight or idea. Only took minor steps after explicit request of supervisor.	Contributed a minor insight or idea, but only after being stimulated to do so. Showed some initiative for the proper progress and completion of the project.	Contributed a minor insight or idea which was implemented. Showed initiative for the proper progress and completion of the project.	Contributed a new insight or idea which was implemented. Showed a lot of initiative to ensure progress and completion of the project.	Contributed a new insight or idea that changed the original plan. Undertook steps outside original roadmap which turned out useful.	Contributed a new insight or idea that has an impact beyond the current task. Undertook major steps outside original roadmap which turned out very useful.
1.2. Productivity	Has not made any significant contributions to the task/ project	Has made a minor contribution to the task/ project. Results need further elaboration and checking before being useful	Has contributed to the task/ project according to expectations. Results needed correction but were useful in the end	Has contributed to the task/ project with significant success. Only very minor corrections and checking needed	Performed the task with results above expectation	Solved a difficult task completely independently. On par with experienced staff in organization
1.3. Independence	Can only perform the work with continuous steering and direct supervision	Needs very regular steering and supervision to perform the work	Performs the work mostly independently with regular steering and supervision	Can work independently with little steering or supervision	Needs no steering	Needs no steering and supervision.
1.4. Motivation & enthusiasm / commitment & perseverance	Does not show any interest or motivation for the tasks given. Student escapes work and gives up regularly	Shows some interest and motivation but only for own tasks. Has given up once or twice	Showed motivation and enthusiasm for own tasks. Is distracted from work now and then	Is well motivated and shows interest in work of other team members	Is very well motivated and creates enthusiasm and motivation with other team members. Considers the work as her/his "own" project.	Is very well motivated and creates enthusiasm and motivation within the organization outside own team members or outside the organization. .
1.5. Critical attitude	No critical attitude towards own performance and results.	Limited critical attitude towards own performance and results.	Sufficient critical attitude towards own performance and results, limited critical attitude towards information and specialists.	Sufficient critical attitude towards own performance and results, information and specialists.	Well-balanced critical attitude towards own performance and results, sufficient critical attitude towards information and specialists.	Well-balanced critical attitude towards own performance and results. Detects flaws in external information and corrects them.
1.6. Handling supervisor's comments and development skills	Does not accept suggestions from the workplace supervisor. Prior knowledge and insights are insufficient, and student is not able to take appropriate actions to remedy this.	Needs the workplace supervisor to act as an instructor and/or needs supervisor to suggest solutions for problems. Shows some progress in adopting skills but also occasionally ignores suggestions of the workplace supervisor.	Incorporates some of the comments of the workplace supervisor but ignores feedback from others without arguments. Is able to adopt some skills as they are presented during supervision.	Incorporates most or all of the workplace supervisor's comments. Is able to adopt skills as they are presented during supervision and develops some skills independently as well	Weighs the workplace supervisor's comments. Is able to adopt new skills mostly independently and asks for feedback / assistance from team members if needed.	Critically weighs the workplace supervisor's comments. Has knowledge and insight on an academic level, i.e., explores solutions independently, increases skills and knowledge where necessary and asks for feedback / assistance from other staff members or students if needed.

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1.7. Interpersonal / Insight in functioning of workplace organization	Has difficulties functioning in a team or gives impression of apathy. Easily provokes conflicts	Has difficulties functioning in a team or gives impression of apathy. Is sometimes involved in conflicts	Has no difficulties functioning in a team. Adapted to the organizational working culture.	Is a good team player. Adapted quickly to the organizational working culture.	Is a very good team player / is an excellent sociable individualist.	Is a very good team player / is an exceptionally sociable individualist.
1.8. Time management	Is not able to make a time schedule or comply to a (pre-set) time schedule.	Was able to make a time schedule and comply to it but the schedule was not realistic and/or performance should be improved	Was able to make a mostly realistic time schedule and comply to it but performance could be improved	Was able to make a realistic time schedule and comply to it. Minor adaptations to the time schedule were needed to allow for foreseeable circumstances.	Was able to make a realistic time schedule and comply to it. Minor adaptations to the time schedule were only needed to allow for unforeseeable circumstances.	Was able to make a very realistic time schedule and comply to it. The time schedule already allowed for unforeseeable circumstances.